



Berufsmobilität in Europa

Prof. Gerardo Meil,
Universidad Autonoma de Madrid
www.uam.es/gerardo.meil

4. Europäischer Fachkongress Familienforschung
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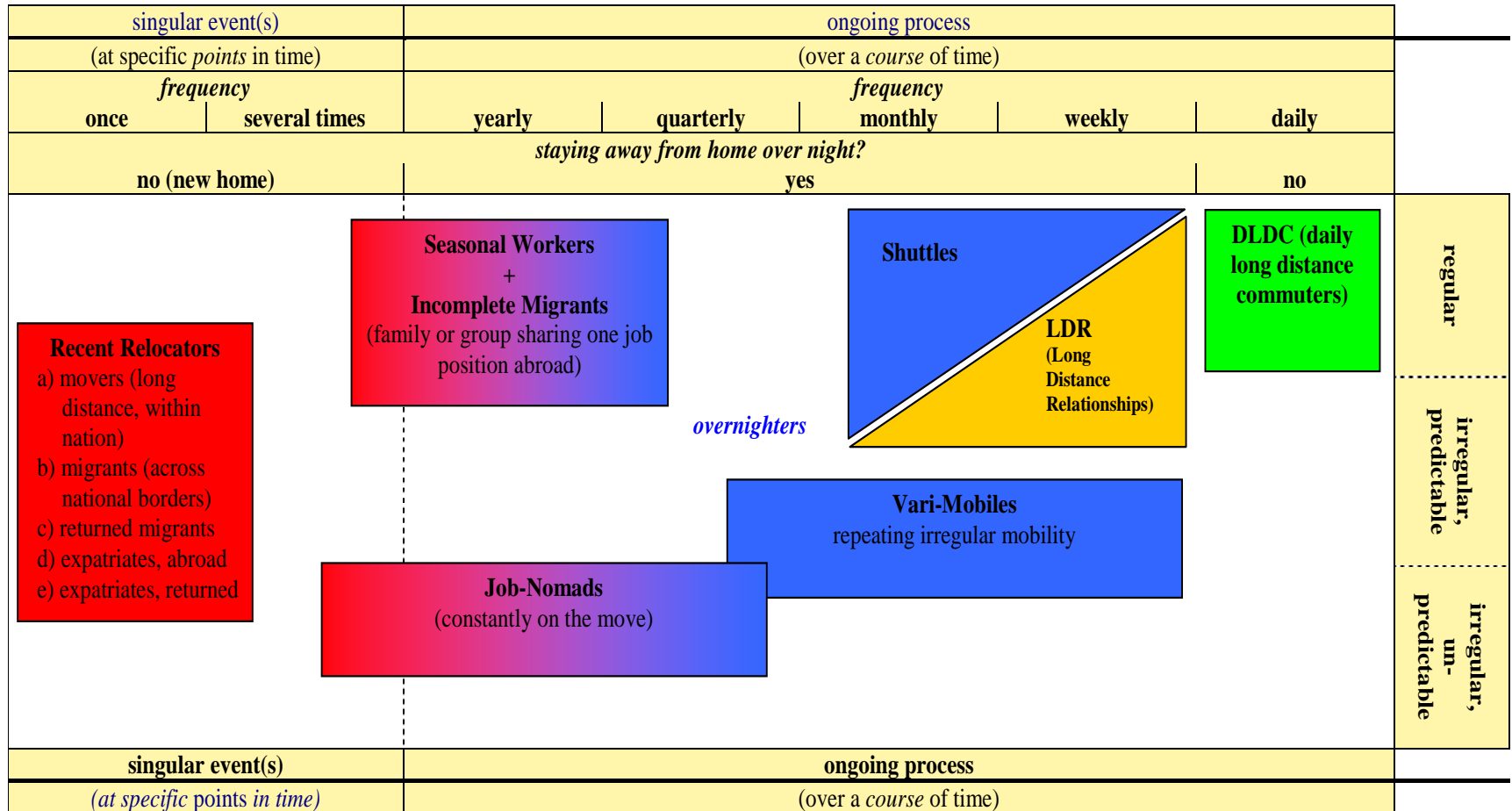
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Conceptual Framework: Professional Mobility Forms



Operationalization of mobility forms:

- **Long Distance Commuters**, are those who invest 120 minutes or more to go and back from home to work, at least 3 days a week.
- **Overnighter**, are those who have to sleep away from home 60 or more nights a year for job related reasons.
- **Recent Relocators**, are those who have moved over 50 or more km within 3 years before the interview because of job related reasons.
- **Multimobiles**, are those who are involved in more than one mobility form.

Characteristics of the research project and the sample in 2007 (Wave 1)

- Three topics are in the focus of the study:
 - the **relevance** and **diversity** of job-related spatial mobility in Europe
 - the **causes** and **circumstances** of job mobility, and
 - the **consequences** of mobility for family, subjective well-being, job career, and social relations
- Six European countries: France, Germany, Spain, Poland, Belgium, and Switzerland
- Telephone interviews with standardised questionnaires in summer 2007
- Sample size: 7 153 respondents aged between 25 and 54 years :5 552 interviews representative of the whole population plus additionally 1 601 to mobile people out of a screening process of 17 125 interviews

Mobility Experiences of individuals working for pay (in %) in 2007 (Wave 1)

| | Germany | Belgium | Poland | France | Spain | Switzerland |
|----------------------------|------------|------------|------------|------------|------------|-------------|
| Non-mobiles (total) | 83 | 83 | 84 | 85 | 86 | 87 |
| Experienced | 31 | 25 | 21 | 36 | 38 | 38 |
| Rejector | 6 | 8 | 7 | 6 | 10 | 7 |
| Unchallenged | 46 | 51 | 56 | 43 | 38 | 42 |
| Mobiles (total) | 18 | 17 | 16 | 15 | 14 | 13 |
| Long Distance Commuter | 7 | 11 | 6 | 4 | 8 | 7 |
| Overnighter | 5 | 3 | 5 | 5 | 3 | 3 |
| Recent Relocator | 3 | 2 | 2 | 4 | 2 | 3 |
| Multi-Mobile | 2 | 1 | 3 | 2 | 2 | 2 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 |

Note: Long Distance Commuter: Commutes at least 3 days a week for 120 minutes or more. Overnighter: Sleeps out of home 60 or more nights a year for work related reasons. Recent Relocator: Has moved over 50 km within the 3 years before the interview.

Source: Schneider, N.F. & Meil, G. (eds) (2008), *Mobility Living Across Europe I, Relevance and Diversity of Job-Related Spatial Mobility in Six European Countries*, Barbara Budrich Publishers, Opladen & Farmington Hills

Characteristics of the research project and the sample in 2010/2011 (Wave 2)

- The focus in the second wave:
 - the relevance and diversity of job-related spatial mobility in the job biography of individuals
 - the job-related spatial mobility experience of individuals between 2007 and 2011, its causes and circumstances, and
 - the consequences of mobility for family, subjective well-being, health, job career, and social relations
- Sample size: 1.735 individuals who take part in the survey performed in 2007 and agree to participate again in a second wave. Country of residence: Germany (n=504), France (n=254), Spain (n=537) and Switzerland (n=440)
- Year of the survey: 2010 in Germany, 2011 in France, Spain and Switzerland

Mobility experience in the working biography. Percentage of people who were job mobile in their X job

| | 1st job | 2d job | 3d job | 4th job | 5th job | 6th job | Total |
|-----------------------------|---------|--------|--------|---------|---------|---------|--------------|
| No mobile experience | 70 | 69 | 72 | 71 | 71 | 70 | 49 |
| Mobile experience | 30 | 31 | 28 | 29 | 29 | 30 | 51 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Number of cases | 1.675 | 1.260 | 785 | 434 | 218 | 112 | 1.719 |

Percentage of people who experienced one or more types of mobility in their working biography.

| | 1st job | 2d job | 3d job | 4th job | 5th job | 6th job | Total |
|---|---------|--------|--------|---------|---------|---------|--------------|
| Experienced one form on Mobility | 23 | 23 | 20 | 23 | 22 | 24 | 32 |
| Experienced 2+ forms of Mobility | 7 | 9 | 8 | 6 | 7 | 6 | 19 |
| Number of cases | 1.675 | 1.260 | 785 | 434 | 218 | 112 | 1.719 |

Source: Jobmob survey wave 2

Type of mobility experience in the working biography.

| | 1st job | 2d job | 3d job | 4th job | 5th job | 6th job | Total |
|--|---------|--------|--------|---------|---------|---------|--------------|
| No Mobility experience | 70 | 69 | 72 | 71 | 71 | 70 | 49 |
| Long Distance Commuter | 16 | 16 | 14 | 13 | 19 | 19 | 30 |
| Overnighter | 12 | 14 | 11 | 9 | 6 | 8 | 23 |
| Recolation 50+ km in their working live | 11 | 12 | 14 | 14 | 12 | 9 | 21 |
| Total | 109 | 111 | 111 | 107 | 108 | 106 | 123 |
| Number of cases | 1.675 | 1.260 | 785 | 434 | 218 | 112 | 1.719 |

Source: Jobmob survey wave 2

Mobility in the Job Biography of individuals by gender, age and education

| Nr of mobilities | Male | female | 29-38 | 39-48 | 49-59 | Less univ. degree | Univer sity degree | Total |
|------------------|------|--------|-------|-------|-------|-------------------|--------------------|-------|
| 0 | 40 | 56 | 48 | 46 | 49 | 50 | 39 | 47 |
| 1 | 30 | 23 | 29 | 25 | 26 | 26 | 27 | 26 |
| 2 | 14 | 12 | 11 | 16 | 11 | 12 | 16 | 13 |
| 3 | 7 | 6 | 4 | 7 | 8 | 6 | 7 | 7 |
| 4 | 5 | 1 | 6 | 2 | 1 | 2 | 6 | 3 |
| 5+ | 5 | 2 | 1 | 5 | 5 | 3 | 5 | 4 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

Source: Jobmob survey wave 2

Mobility in the Job Biography of individuals by country of residence

| Nr of mobilities | Germany | France | Spain | Switzerland | Total |
|------------------|---------|--------|-------|-------------|-------|
| 0 | 45 | 39 | 55 | 51 | 47 |
| 1 | 29 | 29 | 26 | 22 | 27 |
| 2 | 13 | 17 | 9 | 13 | 13 |
| 3 | 6 | 6 | 7 | 8 | 7 |
| 4 | 2 | 7 | 1 | 3 | 3 |
| 5+ | 6 | 2 | 2 | 4 | 4 |
| Total | 100 | 100 | 100 | 100 | 100 |

Source: Jobmob survey wave 2

Factors associated with having being mobile at some time in the job biography

| | B | E.T. | Wald | Sig. | Exp(B) |
|---|--------------|-------------|---------------|-------------|--------------|
| Gender: Women | -,918 | ,129 | 50,512 | ,000 | ,399 |
| Nr. of employments | ,419 | ,045 | 87,146 | ,000 | 1,521 |
| Education: University degree | ,385 | ,164 | 5,556 | ,018 | 1,470 |
| Hierarchical position: Self employed | | | 12,405 | ,006 | |
| Supervisor: | -,796 | ,408 | 3,818 | ,051 | ,451 |
| In between | ,382 | ,271 | 1,997 | ,158 | 1,466 |
| Supervised | ,235 | ,260 | ,816 | ,366 | 1,265 |
| Local orientation | -,561 | ,138 | 16,592 | ,000 | ,570 |
| Country: base Germany | | | 12,134 | ,007 | |
| France | ,166 | ,183 | ,817 | ,366 | 1,180 |
| Switzerland | -,220 | ,172 | 1,629 | ,202 | ,803 |
| Spain | -,462 | ,178 | 6,758 | ,009 | ,630 |
| Age | ,004 | ,008 | ,233 | ,630 | 1,004 |
| Ocupation (ISEI - 10) | ,138 | ,044 | 9,760 | ,002 | 1,148 |
| Constant | -1,515 | ,498 | 9,266 | ,002 | ,220 |

Source: Jobmob survey wave 2

Percentage of people with different types of job mobility in their job biography by socioeconomic characteristics

| | male | female | 29-38 | 39-48 | 49-59 | Less univ. Degree | Univ. Degree | Total |
|---------------------------|-------------|---------------|--------------|--------------|--------------|----------------------------------|-------------------------|--------------|
| Long Distance Commuter | 35% | 26% | 29% | 31% | 31% | 29% | 36% | 30% |
| Overnighter | 31% | 15% | 23% | 25% | 22% | 22% | 27% | 23% |
| Recolation 50+ km | 24% | 19% | 16% | 24% | 23% | 19% | 29% | 21% |



Evaluation of professional mobility

- Reasons to be mobile
- Subjective evaluation of the experience of mobility

| | Men | Female | Total |
|--|------------|------------|------------|
| EMPLOYMENT AND CAREER REASONS | | | |
| only chance for both partners to work | 48% | 53% | 50% |
| only chance for respondent to work | 48% | 66% | 54% |
| respondent had to become mobile for first job | 33% | 51% | 38% |
| by becoming mobile respondent was able to avoid unemployment | 53% | 65% | 57% |
| because of mobility a phase of unemployment ended | 22% | 32% | 25% |
| At least one reason related to employment | 75% | 83% | 77% |
| improve career opportunities | 72% | 51% | 66% |
| earn more money | 68% | 49% | 62% |
| At least one reason related with promotion | 84% | 62% | 77% |
| FAMILY REASONS TO BE MOBILE: | | | |
| children stay in familiar environment | 95% | 84% | 91% |
| keep house / apartment | 72% | 71% | 72% |
| stay close to friends and relatives | 71% | 63% | 68% |
| At least one reason related with social embedeness | 62% | 67% | 63% |
| Number of cases | 247 | 247 | 247 |

Source: Jobmob survey wave 2

Evaluation of the mobility experience by mobile persons in 2011 as

| | Recent Relocator in 2007 | long distance commuter | Overnigh- ter | in long distance relationship | Total |
|---|---|---------------------------------------|--------------------------|--|--------------|
| something good and positive | 41 | 22 | 46 | 30 | 34 |
| something neutral and normal | 38 | 55 | 49 | 65 | 49 |
| something proble- matic and negative | 21 | 23 | 5 | 5 | 17 |
| Total | 100 | 100 | 100 | 100 | 100 |

Source: Jobmob survey wave 2

Evaluation of the mobility experience by mobile persons in 2011 as a ...

| | Recent Relocator in 2007 | long distance commuter | overnighter | in long distance relationship | Total |
|-------------|---------------------------------|-------------------------------|--------------------|--------------------------------------|--------------|
| opportunity | 36 | 21 | 42 | 32 | 31 |
| need | 59 | 70 | 51 | 58 | 61 |
| coercion | 5 | 9 | 7 | 11 | 7 |
| | 100 | 100 | 100 | 100 | 100 |

Source: Jobmob survey wave 2

Professional Mobility and Family live

- Impact on parenthood
- Impact on household division of work
- Impact on partnership satisfaction

*Table 3: Mean number of children of **fathers** by mobility status*

| | Never- Mobiles | Past- Mobiles | | Mobiles | | Total |
|-------|-------------------|------------------|---------------|-----------------------------|----------------------------|-------|
| | | | All Mobile | 1st Child before mob. | 1st Child while mob. | |
| 25-29 | 1.39 | 1.25 | 1.27 | 1.36 | 1.13 | 1.33 |
| 30-34 | 1.80 | 1.57 | 1.54 | 1.72 | 1.31 | 1.68+ |
| 35-39 | 2.06 | 1.78 | 2.14 | 2.25 | 1.77 | 1.99* |
| 40-44 | 2.15 | 2.39 | 2.10 | 2.27 | 1.84 | 2.24* |
| 45-49 | 2.13 | 2.22 | 2.37 | 2.41 | 1.99 | 2.20 |
| 50-54 | 2.34 | 2.10 | 2.30 | 2.39 | 2.10 | 2.26 |
| Total | 2.08 | 2.05 | 2.06 | 2.21 | 1.73 | 2.07 |

Percentage of childless **women** by age and mobility experience

| | Never Mobile | Past-Mobile | Mobile | Total |
|-------|--------------|-------------|--------|-------|
| 25-29 | 53 | 39 | 79 | 53*** |
| 30-34 | 13 | 26 | 46 | 20*** |
| 35-39 | 11 | 18 | 32 | 15** |
| 40-44 | 8 | 8 | 19 | 9 |
| 45-49 | 10 | 15 | 19 | 12 |
| 50-54 | 6 | 6 | 19 | 7+ |
| Total | 15 | 17 | 40 | 18*** |

Percentage of couples who share equally housework and/or childcare. According to men's evaluation

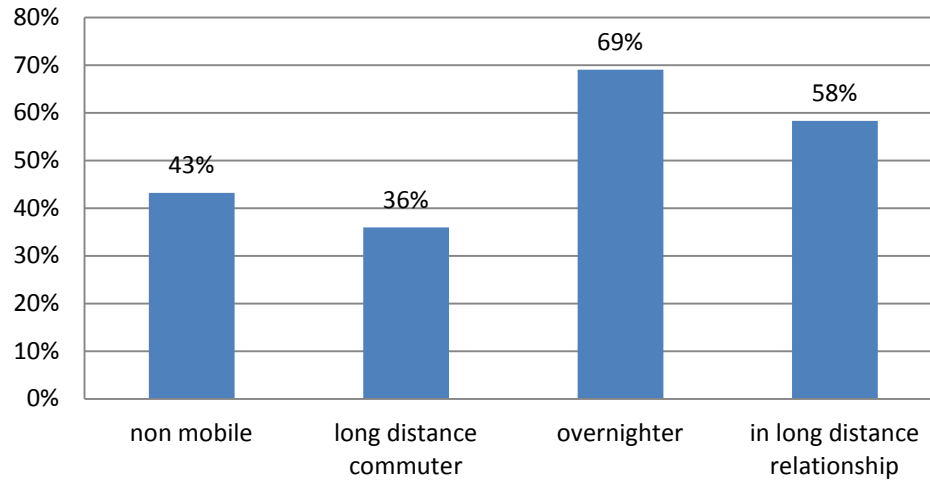
| Men are | Working non mobile | All mobile | LDC | Ov. | RR | MM |
|--|-------------------------------|-----------------------|------------|------------|-----------|-----------|
| Childless couples | | | | | | |
| Housework dual-earner | 76 | 79 | 78 | 80 | 75 | 71 |
| Couples with children younger than 14 | | | | | | |
| One-earner couples | | | | | | |
| Housework | 32 | 17* | 20 | 13++ | 24 | 15 |
| Childcare | 31 | 20++ | 13+ | 7* | 53++ | 33 |
| Dual-earner couples: | | | | | | |
| Housework | 58 | 51 | 66 | 38+ | 41 | 46 |
| Childcare | 65 | 44*** | 56 | 32** | 46++ | 29* |
| Couples with all children 14 or more years old | | | | | | |
| Housework one-earner | 36 | 22 | 31 | 14+ | : | : |
| Housework dual-earner | 51 | 54 | 57 | 46 | 67 | 75 |

Proportion of couples who share equally household labour and childcare (or where the man does more than the woman), by stage in the family life cycle and mobility type. Female sample and women's evaluation.

| Women are | Working non mobile | All mobile | LDC | Ov. | RR | MM |
|----------------------------------|-------------------------------|-------------------|------------|------------|-----------|-----------|
| Childless couples | | | | | | |
| Housework | 59 | 56 | 48++ | 60 | 45 | 70 |
| Couples with children of any age | | | | | | |
| Housework | 36 | 47+ | 43 | 41 | 69* | 38 |
| Childcare | 47 | 54++ | 59+ | 33 | 60 | 43 |

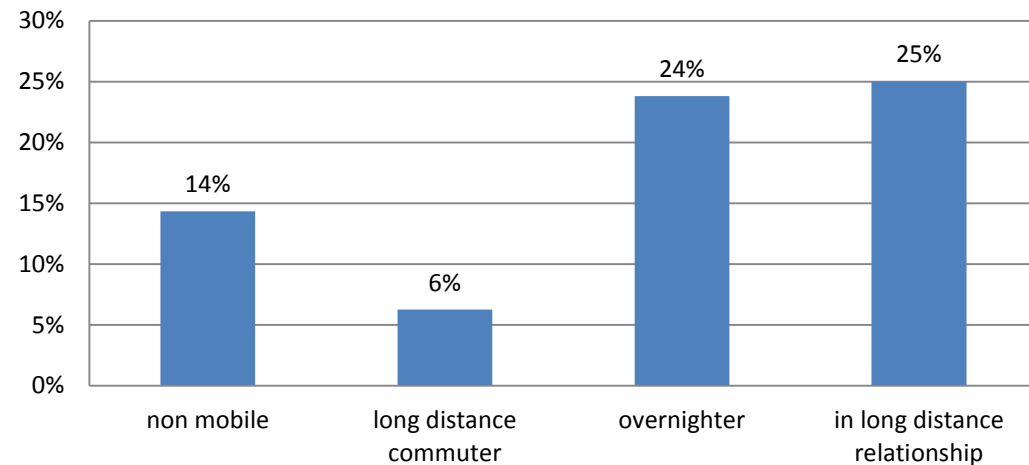
Notes: Housework by mobility status, without children $V = .03$, $p = .72$, weighted $n = 210$; with children $V = .06$, $p = .09$, weighted $n = 927$. Childcare by mobility status $V = .04$, $p = .32$, weighted $n = 567$. Significance level of mobility types refers to the comparison to working non-mobile women, V Cramer's differences are significant at + $p < .10$, ++ $p < .25$, * $p < .05$

Percentage of not "very satisfied" with partnership



Satisfaction with partnership and professional mobility

% who do not know if in the future will stay with the partner



Conclusions

Job-related geographical mobility adopts different forms and it is a quite widespread experience in the working biography of individuals. Long distance commuting is the most frequent type of mobility, but it is not infrequent to have experienced overnighting and relocation somewhen in life.

Men, better educated, those who change more of employer and the higher in the occupation hierarchy, the more probable is to have experienced some type of job mobility.

Job mobility is mainly accepted as a necessity, and not as a negative experience, and is often related with getting an employment, either by the individual or the partner. Professional advancement is also a main driver of mobility.

Mobility can have a deep impact in family dynamics, depending among other circumstances of the timing of mobility experience and the family live cycle. The gender dimension is particularly relevant in this context.

Conclusions/2

Men's mobility is associated with postponement of fatherhood, but not in finally family size, while women's mobility is associated with postponement in motherhood and final family size.

Men's mobility is associated with an unequal sharing of housework and childcare, particularly in one-earner couples, but also in dual-earner families with small children. Women's mobility is associated with a greater involvement in reproductive work. The impact varies however by mobility type.

Some mobility forms (Overnighting and Long Distance Relationships) have also a negative impact on the quality of the partner's relationship, being associated with a higher risk of breakdown.

Thanks for your attention

Selected publications of the research project:

Schneider, N.F. & Meil, G. (eds) (2008), *Mobilie Living Across Europe I, Relevance and Diversity of Job-Related Spatial Mobility in Six European Countries*, Barbara Budrich Publishers, Opladen & Farmington Hills

Schneider, N.F. & Collet, B. (eds) (2010): *Mobile Living Across Europe II. Causes and Consequences of Job-Related Spatial Mobility in Cross-National Perspective* Opladen: Barbara Budrich Publishers, Opladen & Farmington Hills

Special issue of *Zeitschrift für Familienforschung* 2010 vol. 2